

Action Requested

On August 19th the Executive Committee discussed the need to focus the Board's limited resources on two related priorities: SlingShot and the newly reauthorized federal law- the Workforce Innovation and Opportunity Act. Chairman Rossi appointed a subgroup of the committee to develop a proposal for restructuring the Board's work. It is recommended that the Board approve this proposal, including the six action steps below.

Currently the State Workforce Investment Board has five standing committees in addition to the Executive Committee. Three of these are sector specific -- Health Workforce Development Council, Advanced Manufacturing Workforce Development Council, and Green Collar Jobs Council. The two others are the Issues & Policy Committee, which focuses on WIA policy implementation, and the Career Pathways & Education Committee.

In order to achieve the goals outlined in Slingshot and to implement the Workforce Innovation and Opportunity Act strategically, the work of the Board must be tightly focused on Slingshot's critical elements:

- Regional Coordination – Build regional coalitions for WIOA and SlingShot development and implementation.
- Industry/Employer Leadership – Engage with employers and organized labor in industries that are driving regional employment.
- Increase Skills/Credential Attainment – Connect career education and training directly to jobs, especially via “earn and learn” models, and validate which credentials are recognized by employers.
- System Alignment – Coordinate program performance measures, services, and funding to achieve greater scale around solving big employment challenges.
- Performance & Accountability – Implement performance metrics that reflect State and regional priorities.

Some of the current work of the Board's committees is aligned with the priorities above, and some is not. In order to marshal both staff and Board member resources, it is recommended that the Board approve six action steps:

- 1) Center the work of the Board to reflect needed “heavy lifting” in 2 categories: WIOA Implementation and Increasing Skills/Credential Attainment.
- 2) For the next 12 months, organize the Board's work through two time-limited workgroups:

- **Increasing Skills/Credential Attainment** to focus on the strategies and metrics associated with Slingshot. This group's work would include identifying skills credentials that are industry-valued, supporting regional calibration of supply and demand, articulating diverse career pathways in key industries, and supporting regional Slingshot coalitions.
 - **WIOA Implementation** to ensure that California's implementation of the new law reflects state strategies and aligns resources accordingly. The group's work would include developing WIOA performance measures and multi-agency metrics, developing policy, catalyzing systems alignment and regional collaboration, and determining any needed governance changes.
- 3) Appoint Chairs (from the existing Executive Committee) and Co-Chairs for each workgroup. Chairman Rossi will also appoint workgroup members.
 - 4) Time limit the new workgroups to 12 months to accomplish tasks as charged by the State Board and informed by current committee work. Smaller subgroups could take on specific, tailored "deep dive" assignments from these two workgroups as needed. The workgroups can be extended at Chairman Rossi's discretion.
 - 5) To track the work over the next 12 months, establish a simple dashboard with a clear definition success and measurable goals.
 - 6) Put existing committee work on hiatus. The Issues & Policies Committee, the Advanced Manufacturing Workforce Council, and the Career Pathways & Education Committee would go on hiatus for the next 12 months and the work of those committees incorporated into the two working groups outlined above. The Green Collar Jobs Council (largely to continue the Prop 39 work) and the Health Workforce Development Council would continue to meet, integrate, and support the work of the two working groups. All other subcommittees, ad hoc committees, and working groups would continue as needed to align with the Increasing Skills/Credential Attainment and WIOA Implementation working groups (e.g. Health Care Apprenticeship subcommittee, Future of workforce Development ad hoc committee, Additional Performance working group).